


FOCUS AREA		KPI	2021	2022	2023	TARGET 2024*	TARGET 2026*	TARGET 2030*
Decarbonization	Power generation carbon intensity (Scope 1) (gCO <sub>2</sub> /kWh)**	 SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION	323	339	337	317	298	176
	Certified renewable electricity purchased (Scope 2) (%)**		83%	52%	0,6%	90%	95%	100%
	Reduction of Scope 3 emissions - Use of sold products (gas) (%)**		+8%	-9%	-16%	-8%	-16%	-25%
	Reduction of Scope 3 emissions - Fuel and energy related activities (%)**		+31%	-13%	-11%	-4%	-8%	-13%
	Energy saving of production processes (kTep)		740	699	769	920	1,100	1,740
	Emissions avoided from waste recovery (ktCO <sub>2</sub> )		1,268	1,393	1,423	1,610	1,740	2,290
Circular economy	Sorted waste collection (%) - Legacy regions	70.3%	70.0%	71.1%	73.4%	74.6%	76.2%	
	Sorted waste collection (%) - New regions	68.4%	61.1%	60.6%	64.5%	72.9%	75.3%	
	Waste recovered in Iren Group plants (kton)	596	836	937	1,490	1,670	2,310	
	Biomethane produced from biodegradable waste (Mmc)	1.8	6	9.0	38	34	44	
	Wastewater reused (Mmc)	6	7	6	13	10	20	
Water resources	Wastewater plants capacity (kP.E.)	3,525	4	3,675	3,690	3,850	3,970	
	Water withdrawals from the environment (liters/inhabitant/day)	280	268	260	278	265	261	
	Water network leaks (%)	32.6%	31.2%	30.4%	30.1%	27%	20%	
	Network division into small and equal areas (districts) (% on total)	60.4%	64.3%	66.8%	75%	77%	90%	
Resilient cities	District heated volumes (Mmc)	98.8	101	101.4	108	105	116	
	Eco-vehicles on total fleet (%)	18%	18%	20%	36%	32%	67%	
	Green electricity sold to retail clients (GWh)	1,035	1,625	1,887	2,000	2,500	3,500	
	Energy saving from Iren Group products/services (kTep)	206	324	367	420	500	700	
People	New hires (N)***	886	+1,291	+3,322	+2,300	+2,900	+4,000	
	Training hours per capita (N)	23	27	23	26	27	30	
	Employees evaluated on performance (%)***	53%	92%	86%	80%	100%	100%	
	Women in managerial roles (%)	22.3%	23.4%	25.1%	23.5%	26,5%	30%	
	Hired under 30 out of total hires (%)****	44%	60%	57%	80%	70%	75%	
	Accident incidence index (N)	43.5	47.4	45	44	43	42	
	Employees with supplementary healthcare (%)	74%	78%	72%	90%	93%	95%	

\* Targets shown as a percentage increase/decrease have 2020 as their base year.

\*\* Progressive growth VS. 2020.

\*\*\* On eligible population: executives, middle managers and white collar workers in service for more than 6 months in the year.

\*\*\*\* Progressive percentage on cumulative hires from 2020 on permanent contracts and independent of contracting and internalisation.